



**Date Posted** May 28, 2015

<b>Announcement Number</b>	MCC-15-RFP-0136
<b>Title</b>	International Security Specialist - 080-3a
<b>Position information</b>	Full-Time, Personal Services Contractor (PSC) One year (2,087 hours per year), renewable for up to four years at the sole discretion of the government
<b>Pay Band</b>	<b>3a</b> (\$55.10 - \$77.23 per hour)
<b>Closing date for questions</b>	<b>June 12, 2015</b> no later than 3:00pm EST
<b>Application deadline</b>	<b>June 29, 2015</b> no later than 2:00pm EST
<b>Who may be considered</b>	U.S. citizens or legal, permanent residents with five years of residency history
<b>Duty location</b>	Washington, D.C., US <u>Note:</u> more than one position may be filled under this announcement

**Millennium Challenge Corporation (MCC)** is a United States government-owned corporation created in 2004, whose mission is to provide assistance that will support economic growth and poverty reduction in carefully selected developing countries that demonstrate a commitment to just and democratic governance, economic freedom, and investments in their citizenry. To receive assistance, eligible countries are required to enter into a public agreement (Compact) with the MCC that includes a multi-year plan for achieving shared development objectives and the responsibilities of each country in achieving those objectives, regular benchmarks to measure progress, multi-year financial plan, and a plan to ensure accountability for the use of MCA assistance.

**SCOPE OF POSITION**

A personal services contract is different from non-personal services Government contract, which establishes an independent contract relationship. Under a non-personal services contract, the contractor or employees of the contractor are subject to the technical direction but not the supervision of the MCC. As defined by the Federal Acquisition Regulation ([FAR](#) 37.104), a personal services contract is characterized by the employer-employee relationship it creates between the Government and the contractor personnel. Thus, the PSC is subject to the relatively continuous technical direction, supervision, and control of the MCC. PSCs may be assigned inherently governmental duties (see [FAR](#) 7.502). By law and by the contract's terms, the PSC is subject to most of the laws, rules, and regulations applicable to the direct hire employee such as MCC regulations, conflict of interest, under some circumstances MCC authorized employment security clearances, and financial disclosure. However, under the MCC personal services contract authority, PSCs are not employees for purposes of laws administered by the Office of Personnel Management (OPM). The following elements apply to this contract:

- (1) Performance on site.
- (2) Principal tools and equipment furnished by the Government.
- (3) Services are applied directly to the integral effort of agencies or an organizational subpart in furtherance of assigned function or mission.
- (4) Comparable services, meeting comparable needs, are performed in the same or similar agencies using civil service personnel.
- (5) The need for the type of service provided can reasonably be expected to last beyond 1 year.
- (6) The inherent nature of the service, or the manner in which it is provided, reasonably requires directly or indirectly, Government direction or supervision of contractor employees in order to—
  - (i) Adequately protect the Government's interest;
  - (ii) Retain control of the function involved; or
  - (iii) Retain full personal responsibility for the function supported in a duly authorized Federal officer or employee.

**PLEASE NOTE:** This contract shall be awarded solely to an individual(s), not to a firm. The individual must have an active DUNS # and a fully approved and active record in the [System for Award Management](#) (SAM).

## **KEY REQUIREMENTS**

- U.S. citizenship or legal, permanent resident with five years of residency history
- Must be able to obtain and maintain a federal security clearance (Top Secret)
- Performance at MCC Headquarters in Washington, D.C. Relocation expenses will not be paid
- Overseas travel may be required (to MCC eligible countries)
- Statement of Employment & Financial Interest (i.e. Office of Government Ethics [form-450](#), or similar statement) may be required
- Active and approved [SAM](#) record (listed as sole-proprietor)

## **DUTIES**

### **Major Duties and Responsibilities**

- Assesses MCC's current security risk overseas and identifies mitigation measures. Develops and delivers a consolidated set of rules and procedures governing safety and security together with an action plan for implementation. Leads the implementation of new security rules and procedures, including communication and outreach to staff.
- Reviews, develops, and coordinates a broad range of security threat policies, procedures and issues.
- Analyzes, evaluates and integrates data from multiple sources assessing the relevance and significance of the developments in the assigned areas.
- Serves as the point of contact for security risks for travel overseas; and provides threat briefings for overseas travel.
- Develops products and services designed to keep personnel apprised of on-going training, security issues or concerns.
- Oversees the development of a comprehensive training program to develop individual and team readiness and interagency coordination procedures to ensure compatibility of agency plans and procedures.
- Provides technical assistance, advice, guidance, direction, and recommendations to senior leadership, colleagues, and collaborating with other Federal agency personnel in support of the MCC Overseas Security Assistance Program.

## **DELIVERABLES**

Deliverables are associated with the tasks identified in [DUTIES](#) to include reports as required by the Contracting Officer Representative (COR).

The Contractor will provide a monthly progress report as a regular deliverable. Monthly progress reports will consist of the following format to measure the progress of each task:

Task: XXXXXX  
Status: XXXXXXXXX  
Recommendations: XXXXXXXX

Monthly reports are due the first workday of each month.

In addition to monthly progress reports, the Contractor will submit biweekly timesheets on a schedule and format determined by MCC. Timesheets will include a list of hours worked per compact or country program, along with a brief description of the tasks undertaken for each program during the pay period.

The Contractor also will produce other reports and analyses as requested by MCC. Example of such reports and analyses may include, but are not limited to, the following:

- Develop rules, procedures and policies for safety and security of staff while TDY that include ensuring staff are properly equipped and trained to prepare for, prevent and respond to emergency events.
- Provide assessment of MCC compact and threshold countries.
- Develop action plan for implementation.
- Communications to staff

## **QUALIFICATIONS REQUIRED**

Applicants must meet all the qualification requirements, including education and all qualifying specialized experience described below by the closing date of this announcement. Desired qualifications will be considered only once all education and qualifying specialized experience requirements are met. Please clearly demonstrate that you possess the following:

### **Education/Certification:**

The following certifications, education and experience is desirable. Please submit relevant information, including copies of relevant certification and education/training information with your application materials.

- Minimum of a bachelor's degree

### **Qualifying specialized experience:**

- Mastery of security principles, concepts and methodologies to evaluate MCC security procedures.
- Mastery of security policy requirements sufficient to function as a technical authority in situations requiring the application of new theories and developments to security problems and to provide oversight, review, analyses, and resolve difficult and complex security problems for headquarters and overseas programs.
- Mastery of qualitative and quantitative techniques to evaluate the effectiveness, efficiency, and productivity of a security program.
- Effective verbal communication skills sufficient to coordinate with the appropriate managers and specialists for the purpose of ensuring proper implementation of new or established programs.
- Effective written communication skills in order to develop security policies, procedures, techniques, and recommendations for a variety of security-related matters.

### **Desired qualifications:**

- Minimum of 8-12 years of experience in the field of security or; Combination of military and international security experience will be considered.
- Experience working in developing countries.
- Experience interacting with foreign governments, international donors, and other stakeholders.

- Proficiency in Spanish, French or Portuguese (include reference to level of proficiency for reading, writing, and oral communications).

NOTE: All experience must be well-documented on your resume and within your application. All aspects of your application must specifically show how you meet the [QUALIFICATIONS REQUIRED](#).

## **COMPENSATION**

PSCs for the services of individual experts or consultants are limited by the Classification Act. In addition, the OPM has established requirements which apply in acquiring the personal services of experts or consultants in this manner (e.g., benefits, taxes, conflicts of interest):

This is a full time position and thus, the maximum number of hours allowed is 2,087 per year. The contract will have four one-year option periods that may be exercised at the sole discretion of MCC.

The pay range for this position is **\$55.10 – \$77.23** per hour, inclusive of Washington, DC locality pay. Final compensation will be negotiated within this pay range based upon the successful candidate's salary history, work experience, and educational background. A salary above this pay range will NOT be entertained or negotiated. Candidates who live outside of the Washington, DC area may be considered for this contract, but relocation expenses are not compensable under the resulting contract.

MCC issues W-2s to the PSC. For U.S. citizens and legal resident aliens, MCC makes the employer contribution to FICA and Medicare for the PSC. MCC withholds FICA, Medicare, federal tax, and state tax on behalf of the PSC. The PSC is not eligible for the Foreign Earned Income Exclusion.

## **Benefits:**

Under the MCC personal services contract authority, PSCs are not employees for purposes of laws administered by OPM, such as Federal retirement benefits and health and life insurance. As such, the PSC is not eligible for participation in the Civil Service Retirement System or the Federal Employees Retirement System. Moreover, the PSC is ineligible to receive Federal Health and Life Insurance or participate in the federal Thrift Savings Plan.

The full time PSC does earn sick leave, annual leave, and holiday pay.

The full time PSC may receive pay supplement up 15 percent of his or her base pay, subject to the availability of funds.

The full time PSC working at MCC Headquarters in Washington, DC is eligible for parking or transit subsidy, subject to the availability of funds. The full time PSC whose duty station is overseas is not eligible for this subsidy.

**Travel:**

The PSC is subject to the Federal Travel Regulations and MCC travel policies and procedures to the same extent as MCC direct-hire employees.

**REQUIRED DOCUMENTATION**

Interested applicants must submit all required documents to include, but not limited to:

- Completed and signed Biodata Form;
- Curriculum vitae or resume (limit 10 pages);
- A written narrative of up to five pages clearly describing relevant experience and knowledge of each of the [Qualifying Specialized Experience](#) requirements, and any [Desired qualifications](#).
- No less than three and no more than five professional references with current contact information;
- Copies of relevant certification and education/training information;

**NOTE:** Submittals shall be in accordance with the [INSTRUCTIONS TO APPLICANTS](#). Please ensure that applicants' most recent contact information (telephone numbers and e-mail address) are accurate. Any other documentation will not be accepted.

**Delivery:**

Electronic submission is required. Electronic application packages shall be submitted by e-mail to [MCCPSC@mcc.gov](mailto:MCCPSC@mcc.gov). Submission shall reference the position title AND the announcement number on the subject line of the e-mail. Electronically submitted packages must include a scanned signature on the Bio-data form to be considered.

MCC does not accept responsibility for delays in transmission or receipt of any application. Applicants are responsible for submitting the application package so as to reach the designated Government office by the closing date and time specified above. Applications received after the closing date and time will not be considered, unless there is acceptable evidence to establish that it was indeed received by the Government installation prior to the time and date specified in this announcement. Receipt of an application in response to this announcement does not constitute an award commitment. The U.S. Government will not reimburse any costs incurred in the preparation and submission of an application. Any submission is at the sole risk of the applicant.

**Questions:**

Any questions regarding this announcement should be submitted in writing via email only (no phone calls) to [MCCPSC@mcc.gov](mailto:MCCPSC@mcc.gov), before the deadline as given on p.1.

Submission of applications to this announcement must be received via e-mail to [MCCPSC@mcc.gov](mailto:MCCPSC@mcc.gov) before the deadline as given on p.1.

**INSTRUCTIONS TO APPLICANTS**

The [QUALIFICATIONS REQUIRED](#) are the basis for evaluating all applications. Applicants must separately address each listed qualification requirement and demonstrate how s/he meets each. Unless stated otherwise, all qualification elements will be weighted equally.

- (a) Qualified individuals must submit a completed and signed Biodata form. Please ensure that you provide a current, valid e-mail address and telephone number for notification purposes. The Biodata form must be fully completed including a proposed hourly rate & signed for the application to be considered.
- (b) Qualified individuals must submit a resume (or a curriculum vita) which clearly demonstrates their education, experience, knowledge, and skills and abilities as they relate to the qualification elements. Resume must indicate: the earliest possible start date for the applicant; as well as formal title, and duration (start date / end date) for each listed position. Resume is limited to 10 pages and must not contain a photo or any salary information.
- (c) Describe your experience and knowledge of each of the [Qualifying specialized experience](#) requirements and [Desired qualifications](#), if applicable, in no more than five pages (page = 8 ½" x 11" paper; 11 point font or larger; double sided pages count as two pages). Clearly demonstrate how your prior experience is either relevant or directly related to the duties of this position as listed under [DUTIES](#). The responses should describe specifically and accurately what experience, training, education and/or awards you have received that are relevant to each factor. Cite specific examples where appropriate.
- (d) Qualified individuals must submit no fewer than three and no more than five professional references, who are not relatives or family members. Submitted references **MUST** include current information, as follows:
  - a. Name of reference
  - b. Applicants' relationship to reference
  - c. Title of reference at current job
  - d. Reference current telephone number (work or personal)



e. Reference e-mail address (work)

At least two references must be from direct supervisors (current or prior) who can provide information regarding the applicant's knowledge & experience in the field of **Security**. All references must be from within the last 7 years of the applicant's professional life.

- (e) Applications must be signed and received prior to the closing date and time specified above to be considered for this position.

To ensure consideration of applicants for the intended position, please reference the position title and announcement number on the subject line of your submission email, on supporting documentation and any cover letter.

### **SELECTION PROCESS**

In order to be considered for the position, a candidate must meet the qualifications listed above. Consideration and selection will be based on a panel evaluation of applicant's vis-à-vis the [QUALIFICATIONS REQUIRED](#). In addition to the materials listed above, applicants are strongly encouraged to write a cover letter, not to exceed one page, to highlight their suitability for this position. The cover letter is NOT included in the required five-page written narrative.

All applicants will be evaluated based on the documentation submitted, the applicant's evidence of the above qualification requirements, performance in a potential interview, if conducted, and information provided by references, if contacted. All applicants will receive one of three scores for each of the required qualification: Does Not Meet, Meets, or Exceeds. Only qualified applicants will receive one of two scores for the desired criteria: Present, Not Present. MCC reserves the right to call the highest qualified candidates for an interview and/or conduct a reference check on those individuals. Reference checks may be conducted on the highest qualified applicants.

Applicants are strongly encouraged to ensure the work history portion thoroughly documents the duties, responsibilities, and accomplishments that are directly related to this position in order to verify specialized experience. Errors or omissions may affect your evaluation.

The U.S. Government & MCC is not obligated to make an award or pay for any costs associated with the preparation and submission of a proposal in response to this announcement. Award of this contract is contingent on availability of funds. MCC reserves the right not to award any contract as a result of this announcement.